PROFESSIONAL EDUCATOR STANDARDS BOARD

Quality Educators, Student Success



## REVIEWING AND REVISING STANDARDS FOR EDUCATORS

STREAMLINING PROCESSES FOR CERTIFICATION

IMPROVING CAPACITY FOR COLLECTING AND ANALYZING DATA

ENSURING EQUITABLE ACCESS TO CONTINUING EDUCATION

INCREASING DIVERSITY OF THE EDUCATOR WORKFORCE

DEVELOPING INCENTIVES AND SUPPORTS FOR MODEL PARTNERSHIPS

## RECRUITMENT, HIRING, PREPARATION, CERTIFICATION, MENTORING, PROFESSIONAL GROWTH, RETENTION, ASSESSMENT, EVALUATION



In Washington, policies and practices governing the education profession are made by a collection of individuals uniquely qualified to make such regulations: professional educators.

The Professional Educator Standards Board (PESB) sets and upholds high standards for the profession, ensuring that students encounter high-quality educators throughout their school experience. This deliberative body fulfills the state's intent for the profession to be self-governing, with a composition primarily of practicing educators and administrators joined by representatives from educator preparation programs, parents and citizens.

The scope of work for the PESB covers every aspect of the profession — from recruitment, hiring, preparation and certification to mentoring, professional growth, retention, assessment and evaluation. Board members must see the forest and then plant new trees: They analyzed the system of preparation for teaching and developed alternatives to traditional programs; they looked at the state's role in recruiting educators and created incentives that encourage paraprofessionals to become teaching professionals. They provide recommendations on issues as directed by state policymakers and give counsel on issues they believe require attention.

As a public board created by the state Legislature with members appointed by the Governor based on their records of accomplishments, they do their work on behalf of Washington's citizens with the participation of any and all who care about advancing the profession. Their inspiration and energy come from the knowledge that the work they do will not only help shape the profession of education but will also have a positive impact on the lives of those they serve: the students of Washington state. Whether you are a parent with a child in school, a university student intent on becoming a teacher or an employer expecting to hire a skilled graduate, you stand to benefit from their work.

RESEARCH, RECOMMENDATIONS AND POLICY CHANGES

The PESB was authorized initially as an advisory board to the Governor, Legislature, State Board of Education and Superintendent of Public Instruction and was charged with a significant work load from its formation in 2000. Board members responded with recommendations for alternative routes to teacher certification and established basic-skills and subjectarea tests for entry into the profession.

The Legislature identified additional issues to address, but the approach to completing them remained the same: problem analysis; intensive research; solicitation of expertise as needed; presentations and panel discussions with experts; collaboration with other agencies, organizations and individuals; and preparation of reports, presentations and policy recommendations.

In a relatively short time, the PESB has made good on a long list of assignments. In addition to instituting alternative routes to certification and new assessments, the board has, among other achievements:

- ► Assessed the status of preparation and professional development in mathematics, developed recommendations for improvement, and released the report *Math Teachers Count:* Raising Teacher Knowledge = Raising Student Achievement.
- ► Convened stakeholders to examine the need for improved data systems and a better match between a performance-based system of preparation and the state salary model.
- Created new pathways for staff associates such as counselors to become school principals and for teachers to add new subject area credentials.

In 2005 the Legislature gave full decision-making authority to the board to oversee the educator preparation and certification system.

## **ELEMENTS OF AN ONGOING WORK PLAN**

In a comprehensive study of Washington's educator preparation and certification system, the PESB concluded that the state is doing many things right. Standards for teacher preparation programs are performance-based and require evidence of positive effect on student learning. Teachers who seek endorsements in science must demonstrate that they can teach science rather than rely on accumulated courses and credits. In addition to traditional approaches to careers in education, there are other routes that take candidates to the classroom and to the principal's office. It falls to this board to discern what else needs to be done, and whether Washington is doing the right things well.

The next round of work for the PESB will include an analysis of the effectiveness of teacher preparation programs and a proposal for a systematic approach to teacher recruitment. The board will propose a system for reviewing and revising standards for educators, one that has mechanisms to anticipate what students will need to learn in the future; identify strategies that will end the assignment of teachers to subjects they are not certified to teach; and expand access to preparation programs through the use of technology and new alternative routes, to name just some of the items on the work agenda. Washingtonians also can expect the PESB to push for improvements in the use of data to inform policy recommendations and program improvements.

You can provide members of the PESB with other information they need: your opinion on how to improve the system of which you may be a part, or from which you benefit; your response to reports they have generated or comments on recommendations still in draft form; or your expertise in an area of current study. You can find meeting dates, agendas, reports, and draft recommendations and policies at www.pesb.wa.gov.

There are statements about the reform of education and the significance of the profession that we can make with certainty and assurance: Teaching matters. Leadership counts. Setting clear and high standards will help all children achieve at high levels, but it is skilled educators who make it happen. We continue to affirm this as the result of research and discovery, discussion and deliberation.

## Professional Educator Standards Board

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